

MISSOURI TEACHER RECRUITMENT AND RETENTION BLUE RIBBON COMMISSION

Data Packet #4 / June 3, 2022

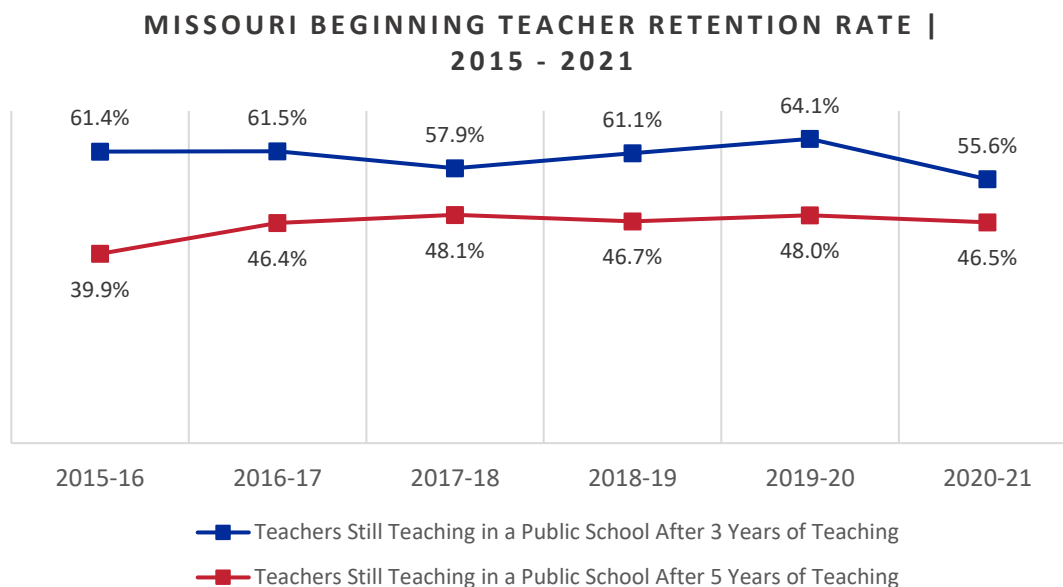
MISSOURI EDUCATOR PERSPECTIVES ON THE TEACHING PROFESSION

As outlined in the stated goals, the Blue Ribbon Commission is incorporating an investigation into the climate and culture inside and outside the classroom that impacts the well-being of teachers and respect for the profession as a whole. This requires an understanding of how teachers perceive the profession, their job satisfaction, and the additional supports they have identified as necessary to provide high-quality learning opportunities to their students. Teachers' well-being is also closely tied to retention and career longevity.

Currently, teacher morale in the United States is at an [all-time low](#). A [January 2022](#) survey conducted by the National Education Association reported that 90 percent of members felt burned out by the profession, and 55 percent of those surveyed also indicated that the pandemic made them more likely to retire or leave the profession early. In addition to teacher attrition issues, high levels of teacher stress have also been shown to lead to [lower student outcomes](#).

The Impact of Teacher Well-Being on Retention

Generally, beginning teachers leave the profession at higher rates than teachers who have been in the classroom for longer than five years; [national research](#) has found that new teachers leave at rates of somewhere between 19 and 30 percent over their first five years of teaching. In Missouri, [44 percent](#) of newly-hired teachers leave in their first three years in the classroom and about [54 percent](#) leave within the first five years. In particular, Missouri saw a noticeable decrease in the percentage of beginning teachers still in the classroom after three years between the 2019-20 and 2020-21 school years, suggesting that less-experienced teachers were more severely impacted by the COVID-19 pandemic and related school disruptions.



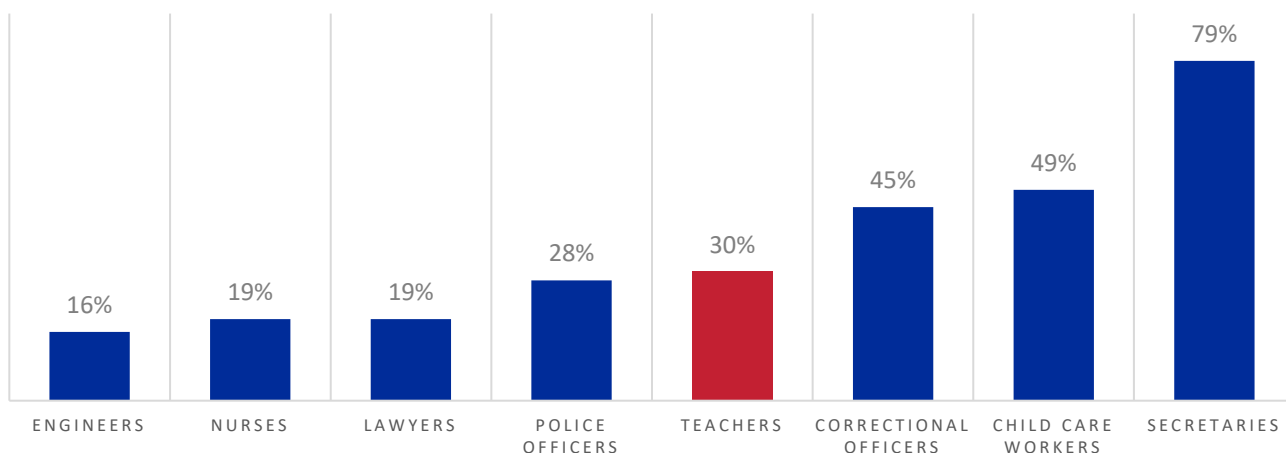
Source: [Missouri Department of Elementary and Secondary Education](#)

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Attrition rates for teachers are higher than comparable fields that require advanced education or industry certification. The industries that show higher rates of attrition – correctional officers, child care workers, and secretaries/administrative assistants – tend to employ a disproportionately female workforce and are often criticized for low wages that fail to adequately compensate for the job responsibilities and the importance of the role. This trend provides [further evidence](#) that adequate compensation, comprehensive job supports, and societal respect are all crucial to establishing a sustainable workforce.

PERCENTAGE OF PROFESSIONALS WHO LEAVE WITHIN FIVE YEARS OF BEING HIRED, BY SELECT PROFESSIONS

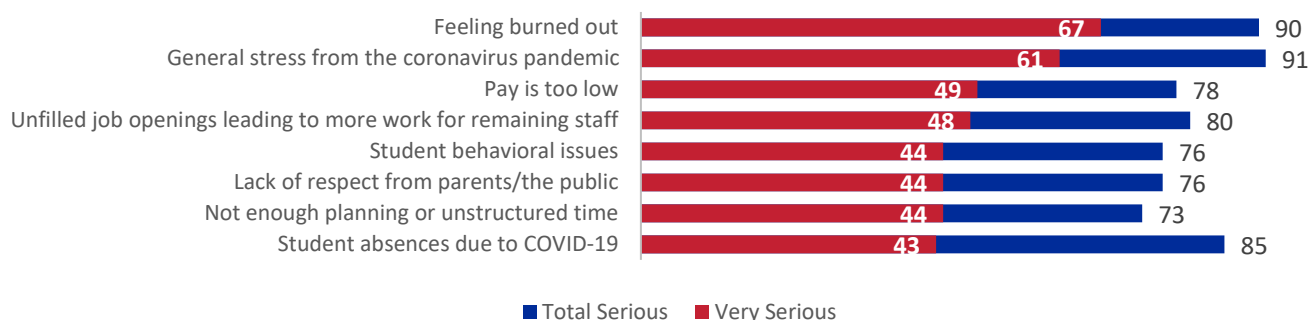


Source: [Consortium for Policy Research in Education \(CRPE\) Research Reports](#)

National Educator Concerns

Nationally, educators [report](#) a broad spectrum of issues impacting morale and job satisfaction. In addition to general stress and burnout associated with the pandemic, educators across the country report low pay, additional duties due to work shortages, student behavior, lack of parental/public support, and other school management issues as major stressors.

PERCENTAGE OF TEACHERS WHO INDICATED THE FOLLOWING ISSUES AS SERIOUS OR VERY SERIOUS (NATIONAL) | JANUARY 2022



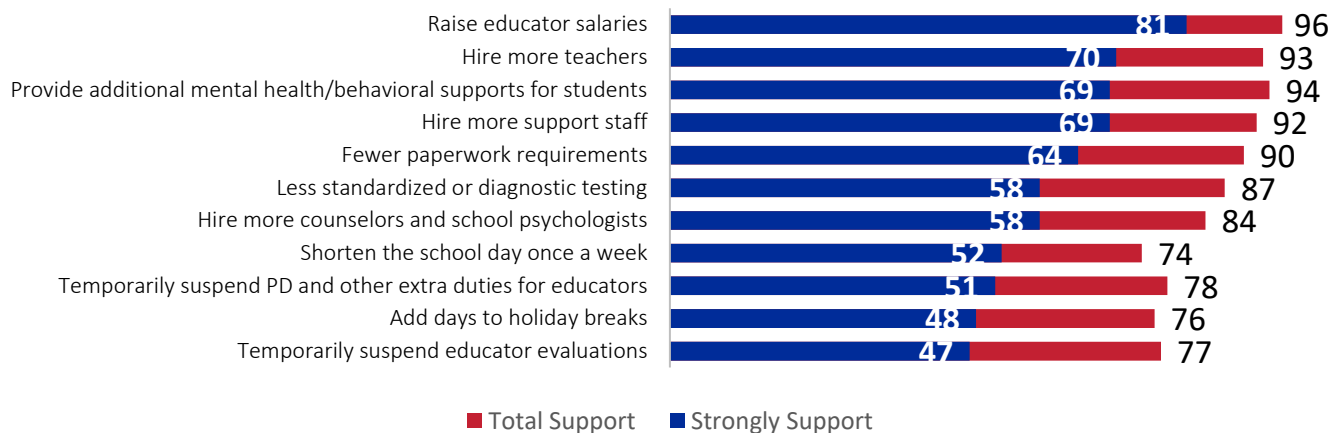
Source: [National Education Association](#)

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PERCENTAGE OF EDUCATORS THAT SUPPORT THE FOLLOWING STRATEGIES TO ADDRESS BURNOUT (NATIONAL) | JANUARY 2022



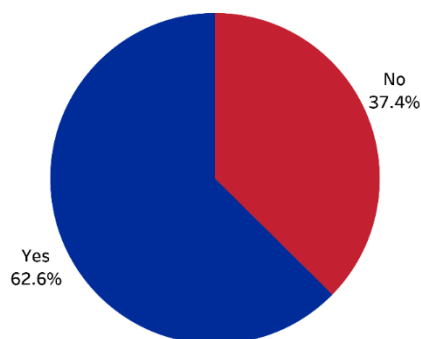
Source: [National Education Association](#)

Missouri Educator Concerns

Results from surveys and polling of Missouri's teachers are aligned with these national findings. Over 60 percent of Missouri educators have seriously considered leaving the teaching profession altogether; a survey from the Missouri State Teachers Association of 2,212 Missouri educators found that top reasons for this view include:

- Pay
- Lack of support from parents and administrators
- Stress
- Student behavior
- Parents
- Working conditions
- Benefits

HAVE YOU SERIOUSLY CONSIDERED LEAVING THE TEACHING PROFESSION?

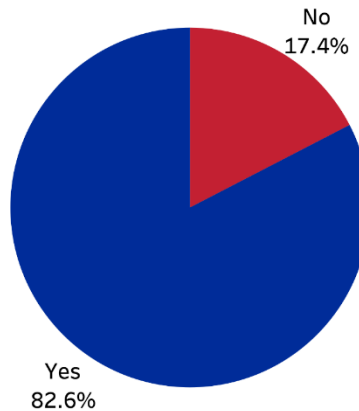


Source: [Missouri State Teachers Association](#)

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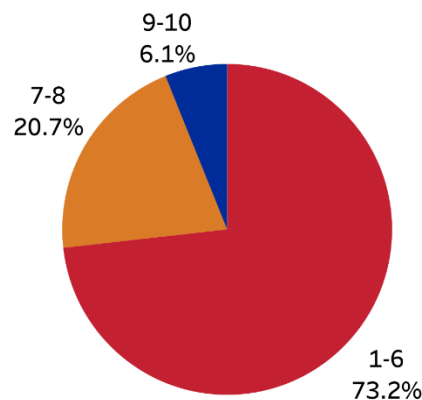
DO YOU KNOW A TEACHER WHO HAS LEFT TEACHING IN THE LAST THREE YEARS?



Source: [Missouri State Teachers Association](#)

Survey data has also indicated that Missouri teachers are largely unlikely to recommend entering the teaching profession to their child or a friend's child, suggesting that low teacher morale is also hurting teacher recruitment pipelines and keeping potential future teachers from considering a career in the classroom.

ON A SCALE FROM 1-10, HOW LIKELY ARE YOU TO RECOMMEND THE TEACHING PROFESSION TO YOUR CHILD OR A FRIEND'S CHILD?



Source: [Missouri State Teachers Association](#)

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Strengthening Support for Missouri's Teachers

As part of their work to address school culture and climate issues, the Missouri State Board of Education Culture and Climate Work Team has identified the following four recommended areas of focus to improve teacher morale and reduce turnover, as well as specific strategies to explore:

Area of Focus	Related Strategies
Salary	To be determined by the Blue Ribbon Commission.
Student Behavior Issues	Providing support to teachers through professional development and consistent policies around discipline and how to promote pro-social skills in the classroom.
Wellness Plans	<ul style="list-style-type: none"> • Providing teachers with access to mental health services. • Incorporating mental health days into leave time. • Providing free childcare to teachers. • Providing paternity leave to teachers who are new fathers.
Leadership Opportunities through Career Ladders	<p>In order to provide teachers with career growth while retaining them in classrooms, a career ladder could incorporate:</p> <ul style="list-style-type: none"> • Mentorship of beginning teachers • Community outreach • Subject-specific professional development • Cross-grade collaboration

As the Blue Ribbon Commission considers strategies to reform teacher compensation and strengthen recruitment and retention as a whole, there may be opportunities to incorporate aspects of these identified areas of focus.

Policy Considerations

How can the state work to improve teacher morale and reduce turnover related to burnout? What funding options are available to incentivize teachers to remain in the profession longer? What administrative barriers can the state eliminate to ease the burden of work on educators?

How can the state increase the educator workforce by bringing teachers who have left the profession back to the classroom?

How can the state incorporate support for teacher well-being into a comprehensive compensation package? Is there an option to include job benefits around access to mental health or pathways to leadership positions?